

Central Intelligence Agency



Washington, D.C. 20505

85-0207

DD/A Registry

24 JAN 1985

85-0250

The Honorable Edward P. Boland  
Chairman  
Permanent Select Committee on Intelligence  
House of Representatives  
Washington, D.C. 20515

Dear Mr. Chairman:

Since the 3 April 1983 implementation of overseas premium pay for Agency employees, there has been a continuing inequity in the program which is serving to undermine the morale of Agency employees overseas and make more difficult the job of staffing overseas positions. Only those employees who are in a career field requiring a commitment to serve a substantial portion of a career overseas have been eligible for the premium pay. Although this criterion covers the vast majority of Agency employees assigned overseas, there remains a small number of dedicated employees, [redacted]

[redacted] who serve overseas for one or two tours to meet unique Agency needs or to provide the employee with career development experience which can be gained only overseas. In some instances it is essential that these employees develop an area knowledge in order to be more effective in a Headquarters assignment; in others it is essential to gain overseas experience in order to understand and address policy issues confronting the Agency now and in the future. In all instances, these employees are filling important requirements that directly bear upon the mission and function of the Agency. In many of these situations, we have employees who currently are ineligible for premium pay working side by side with employees who are receiving it. These employees are subjected to the same rigors and disruptions to personal life and frequently are performing essentially the same duties as employees eligible for overseas pay. (S)

To correct the inherent inequity in our current overseas pay qualification criteria, we propose to modify the qualifying criteria to include not only employees who are in a career field requiring a commitment to serve a substantial portion of a career overseas, but also those employees who are assigned PCS to a field position when the assignment has been determined to be



SECRET

DCI  
EXEC  
REG

P-100

SECRET

The Honorable Edward P. Boland

in the best interest of the Agency. Specifically, we propose to include those employees assigned to meet a requirement which cannot be met by an employee in a career overseas discipline, and those who are assigned overseas for career development purposes to enhance the employees' value to the Agency. Employees hired locally and certain contract employees will continue to be ineligible. (U)

Adoption of these criteria will increase the cost of overseas pay by approximately \$200,000 per annum. We do not anticipate a significant increase in this cost over the next several years. We propose to make this modification effective 1 February 1985. (S)

Sincerely,



Executive Director

cc: The Honorable Dave Durenberger  
Chairman, SSCI

The Honorable Joseph Addabbo  
Chairman, HAC

The Honorable Ted Stevens  
Chairman, SAC

OP/PMCD/C&CPB/ (3 Jan 1985)

DISTRIBUTION:

Original - Mr. Boland, Chairman, HPSCI  
Original - Mr. Durenberger, Chairman, SSCI  
Original - Mr. Addabbo, Chairman, HAC  
Original - Mr. Stevens, Chairman, SAC  
1 - Executive Registry  
2 - DDA  
1 - OLL  
1 - D/OP  
1 - DD/PA&E  
1 - PMCD

SECRET

Central Intelligence Agency



Washington, D. C. 20505

Executive Registry

85-

364

24 JAN 1985

The Honorable Dave Durenberger  
Chairman  
Select Committee on Intelligence  
United States Senate  
Washington, D.C. 20510

Dear Mr. Chairman:

Since the 3 April 1983 implementation of overseas premium pay for Agency employees, there has been a continuing inequity in the program which is serving to undermine the morale of Agency employees overseas and make more difficult the job of staffing overseas positions. Only those employees who are in a career field requiring a commitment to serve a substantial portion of a career overseas have been eligible for the premium pay. Although this criterion covers the vast majority of Agency employees assigned overseas, there remains a small number of dedicated employees, [redacted]

[redacted] who serve overseas for one or two tours to meet unique Agency needs or to provide the employee with career development experience which can be gained only overseas. In some instances it is essential that these employees develop an area knowledge in order to be more effective in a Headquarters assignment; in others it is essential to gain overseas experience in order to understand and address policy issues confronting the Agency now and in the future. In all instances, these employees are filling important requirements that directly bear upon the mission and function of the Agency. In many of these situations, we have employees who currently are ineligible for premium pay working side by side with employees who are receiving it. These employees are subjected to the same rigors and disruptions to personal life and frequently are performing essentially the same duties as employees eligible for overseas pay. (S)

To correct the inherent inequity in our current overseas pay qualification criteria, we propose to modify the qualifying criteria to include not only employees who are in a career field requiring a commitment to serve a substantial portion of a career overseas, but also those employees who are assigned PCS to a field position when the assignment has been determined to be

SECRET

SECRET

The Honorable Dave Durenberger

in the best interest of the Agency. Specifically, we propose to include those employees assigned to meet a requirement which cannot be met by an employee in a career overseas discipline, and those who are assigned overseas for career development purposes to enhance the employees' value to the Agency. Employees hired locally and certain contract employees will continue to be ineligible. (U)

Adoption of these criteria will increase the cost of overseas pay by approximately \$200,000 per annum. We do not anticipate a significant increase in this cost over the next several years. We propose to make this modification effective 1 February 1985. (S)

Sincerely,



Executive Director

cc: The Honorable Edward P. Boland  
Chairman, HPSCI

The Honorable Joseph Addabbo  
Chairman, HAC

The Honorable Ted Stevens  
Chairman, SAC

25X1 OP/PMCD/C&CPB [ ] (3 Jan 1985)

DISTRIBUTION:

- Original - Mr. Boland, Chairman, HPSCI
- Original - Mr. Durenberger, Chairman, SSCI
- Original - Mr. Addabbo, Chairman, HAC
- Original - Mr. Stevens, Chairman, SAC
- 1 - Executive Registry
- 2 - DDA
- 1 - OLL
- 1 - D/OP
- 1 - DD/PA&E
- 1 - PMCD

SECRET

Central Intelligence Agency

Executive Registry

85-

364/1



Washington, D.C. 20505

24 JAN 1985

The Honorable Joseph Addabbo  
Chairman  
Subcommittee on Defense  
Committee on Appropriations  
House of Representatives  
Washington, D.C. 20515

Dear Mr. Chairman:

Since the 3 April 1983 implementation of overseas premium pay for Agency employees, there has been a continuing inequity in the program which is serving to undermine the morale of Agency employees overseas and make more difficult the job of staffing overseas positions. Only those employees who are in a career field requiring a commitment to serve a substantial portion of a career overseas have been eligible for the premium pay. Although this criterion covers the vast majority of Agency employees assigned overseas, there remains a small number of dedicated employees, [redacted]

[redacted] who serve overseas for one or two tours to meet unique Agency needs or to provide the employee with career development experience which can be gained only overseas. In some instances it is essential that these employees develop an area knowledge in order to be more effective in a Headquarters assignment; in others it is essential to gain overseas experience in order to understand and address policy issues confronting the Agency now and in the future. In all instances, these employees are filling important requirements that directly bear upon the mission and function of the Agency. In many of these situations, we have employees who currently are ineligible for premium pay working side by side with employees who are receiving it. These employees are subjected to the same rigors and disruptions to personal life and frequently are performing essentially the same duties as employees eligible for overseas pay. (S)

To correct the inherent inequity in our current overseas pay qualification criteria, we propose to modify the qualifying criteria to include not only employees who are in a career field requiring a commitment to serve a substantial portion of a career overseas, but also those employees who are assigned PCS to a field position when the assignment has been determined to be

SECRET

SECRET

The Honorable Joseph Addabbo

in the best interest of the Agency. Specifically, we propose to include those employees assigned to meet a requirement which cannot be met by an employee in a career overseas discipline, and those who are assigned overseas for career development purposes to enhance the employees' value to the Agency. Employees hired locally and certain contract employees will continue to be ineligible. (U)

Adoption of these criteria will increase the cost of overseas pay by approximately \$200,000 per annum. We do not anticipate a significant increase in this cost over the next several years. We propose to make this modification effective 1 February 1985. (S)

Sincerely,



Executive Director

cc: The Honorable Edward P. Boland  
Chairman, HPSCI

The Honorable Dave Durenberger  
Chairman, SSCI

The Honorable Ted Stevens  
Chairman, SAC

OP/PMCD/C&CPB, (3 Jan 1985)

DISTRIBUTION:

- Original - Mr. Boland, Chairman, HPSCI
- Original - Mr. Durenberger, Chairman, SSCI
- Original - Mr. Addabbo, Chairman, HAC
- Original - Mr. Stevens, Chairman, SAC
- 1 - Executive Registry
- 2 - DDA
- 1 - OLL
- 1 - D/OP
- 1 - DD/PA&E
- 1 - PMCD

SECRET

Central Intelligence Agency



Washington, D.C. 20505

Executive Registry

85-

304/2

24 JAN 1985

The Honorable Ted Stevens  
Chairman  
Subcommittee on Defense  
Committee on Appropriations  
United States Senate  
Washington, D.C. 20510

Dear Mr. Chairman:

Since the 3 April 1983 implementation of overseas premium pay for Agency employees, there has been a continuing inequity in the program which is serving to undermine the morale of Agency employees overseas and make more difficult the job of staffing overseas positions. Only those employees who are in a career field requiring a commitment to serve a substantial portion of a career overseas have been eligible for the premium pay. Although this criterion covers the vast majority of Agency employees assigned overseas, there remains a small number of dedicated employees, [redacted]

[redacted] who serve overseas for one or two tours to meet unique Agency needs or to provide the employee with career development experience which can be gained only overseas. In some instances it is essential that these employees develop an area knowledge in order to be more effective in a Headquarters assignment; in others it is essential to gain overseas experience in order to understand and address policy issues confronting the Agency now and in the future. In all instances, these employees are filling important requirements that directly bear upon the mission and function of the Agency. In many of these situations, we have employees who currently are ineligible for premium pay working side by side with employees who are receiving it. These employees are subjected to the same rigors and disruptions to personal life and frequently are performing essentially the same duties as employees eligible for overseas pay. (S)

To correct the inherent inequity in our current overseas pay qualification criteria, we propose to modify the qualifying criteria to include not only employees who are in a career field requiring a commitment to serve a substantial portion of a career overseas, but also those employees who are assigned PCS to a field position when the assignment has been determined to be

SECRET

The Honorable Ted Stevens

in the best interest of the Agency. Specifically, we propose to include those employees assigned to meet a requirement which cannot be met by an employee in a career overseas discipline, and those who are assigned overseas for career development purposes to enhance the employees' value to the Agency. Employees hired locally and certain contract employees will continue to be ineligible. (U)

Adoption of these criteria will increase the cost of overseas pay by approximately \$200,000 per annum. We do not anticipate a significant increase in this cost over the next several years. We propose to make this modification effective 1 February 1985. (S)

Sincerely,

25X1 

Executive Director

cc: The Honorable Edward P. Boland  
Chairman, HPSCI

The Honorable Dave Durenberger  
Chairman, SSCI

The Honorable Joseph Addabbo  
Chairman, HAC

25X1 OP/PMCD/C&CPB,  (3 Jan 1985)

DISTRIBUTION:

Original - Mr. Boland, Chairman, HPSCI  
Original - Mr. Durenberger, Chairman, SSCI  
Original - Mr. Addabbo, Chairman, HAC  
Original - Mr. Stevens, Chairman, SAC  
1 - Executive Registry  
2 - DDA  
1 - OLL  
1 - D/OP  
1 - DD/PA&E  
1 - PMCD